



Lamont-Bysiewicz Transition Policy Committee Reporting Template

Committee Name: Women

Co-Chairs: Marilyn Moore and Karen Jarmoc

Domestic, Sexual Violence, and Stalking Workplace Policy

- 1. How do you propose the Lamont Administration should prioritize the policy goals in this area, and on what timeframe?** Connecticut should institutionalize workplace policy for domestic and sexual violence and stalking within state governmental agencies. Domestic and sexual violence and stalking present unique issues for the workforce. Through Executive Order, direct the Commissioner of the Department of Administrative Services (DAS) to amend General Letter No. 34 Family Violence Leave Policy to incorporate workplace policy which enhances support to victims and responses to offenders. This policy directive offers policy guidance around domestic and sexual violence and stalking as part of the state's commitment to a safer and more supportive climate and to the prevention and reduction of the incidence and effects of domestic and sexual violence and stalking at the workplace.
- 2. Which goals are achievable in the first 100 days of the Administration?** The administration could provide a directive to DAS Commissioner to establish such policy and direct the Commissioner to work with CT Coalition Against Domestic Violence (CCADV) and CT Alliance to End Sexual Violence (CT Alliance) around policy language and training as guided through the U.S. Department of Justice Office on Violence Against Women. The administration could Issue a press release to announce Connecticut's commitment to addressing domestic and sexual violence and stalking in the workplace through comprehensive policy. Announce training for human resource managers within each state agency to be held in February/March 2019 at no cost, in collaboration with CCADV and CT Alliance.
- 3. Which goals will require legislation to move forward? Which items can be advanced through the actions of the Administration alone? What is the fiscal impact of these legislative or executive actions?** This policy would not require legislation and there is no prospective fiscal impact.
- 4. Are there specific challenges you can identify with regard to achieving the Lamont Administration's goals, and how would you suggest to address those?** State agencies may identify lack of capacity in regard to this directive, yet there is opportunity to address this concern with support from the CCADV and CT Alliance.
- 5. How will implementation of policy in this area create jobs and spur economic growth?** While this policy initiative is not anticipated to create jobs and spur economic growth, it does speak to the Governor's leadership around promoting a healthy and safe workplace environment and shifting workplace culture.
- 6. Are there opportunities for cost savings for CT state government in the context of implementing this policy?** The Centers for Disease Control and Prevention estimates that the cost of intimate partner rape, physical assault and stalking totaled \$5.8 billion each year for direct medical and mental health care services and lost productivity from paid work. <https://www.workplacesrespond.org/facts/>

7. **What examples of success from other states, countries, or the private sector in this policy area should the Administration study?** Through executive order, Maine Governor Paul R. LePage ordered such policy in 2011. New York State statutorily mandates such policy among both public and private sector employers; and Governor's in New Hampshire, South Carolina, and Delaware have instituted policy for state agencies through executive order. Institutionalized policy in the workplace to address domestic and sexual violence and stalking has been successfully implemented among a private sector employers to include Aetna (September 2018), Bank of America and Cigna.